

TIME & MATERIAL RATES

STATE: Utah
CUSTOMER: Intermountain Power
EFFECTIVE: 1-1-04 - 12-31-04

1. LABOR RATES: The following are sell rates and include wages, payroll taxes, insurance, overhead and profit.

The following rates are based on MERIT SHOP wages. If Federal and/or State Prevailing Wage Law governs then these rates may not be applicable.

	<u>STRAIGHT TIME</u>	<u>SUBSISTENCE</u>	<u>*OVERTIME</u>
GENERAL SUPT.	\$66.88	(1)	\$93.67
GEN FOREMAN	\$46.65	(2)	\$67.32
Foreman	\$43.59	(2)	\$62.72
CERT WELDER	\$33.67	(3)	\$50.51
MECHANIC	\$33.67	(3)	\$50.51
APPRENTICE	\$27.55	(3)	\$41.33
HELPER	\$24.49	(3)	\$36.74
LABORER	\$18.37		\$27.55
FIELD CLERK	\$42.06	(2)	\$60.43

NOTES: (1) - Plus subsistence of \$85.00 /day When paid to
(2) - Plus subsistence of \$80.00 /day the employee
(3) - Plus subsistence of \$75.00 /day

* Overtime shall be paid for all work over eight (8) hours per day plus all hours worked on Saturday, Sunday and Holidays. Holidays include New Years Day, Memorial Day, 4th of July, Labor Day, Thanksgiving (2) days and Christmas (2) days. On Holidays Superintendents shall be paid eight (8) hours straight time plus the pay for the actual schedule worked.

2. CAPITAL TOOLS AND EQUIPMENT: These are defined as those having an original cost of \$1000 or greater. These tools and equipment will be billed at actual invoiced cost plus freight and taxes plus 15%. The use of TEI's owned equipment will be billed per the attached Equipment Rental Rate Sheet.

3. SMALL TOOLS & CONSUMABLES: Billed at \$3.75 per manhour worked by all site personnel. Small tool costs include all charges for tools less than \$1000 in original cost on the project including hand tools and small tools.

4. FREIGHT: All freight and/or shipping costs will be billed at cost plus 15%.

5. MATERIALS: Billed at actual invoice cost including taxes(if applicable) and freight plus 15%.

6. SUBCONTRACTS: Billed at actual invoiced cost plus 15%.

7. TRAVEL TIME: Travel time for employees will be charged at regular straight time rates plus \$.20 per mile per worker once to and from the jobsite.

NOTE: Travel time and use of Company trucks does not apply if Time & Material work is carried out in conjunction with a project when workers are already on site and travel is not required.